



Superintendent Evaluation 2017-18

M = Meets Expectations
Performance meets standards or expectations generally associated with performance

I = Improvement
Performance periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies

Academic Achievement		Rating	BOE Comments	Superintendent Comments
Effectively works with the Board to develop and monitor district policy and administrative regulations related to Student Growth and Achievement.		M		
Demonstrates understanding and appropriate use of performance measures established within the district in support of specific goals and initiatives.		M		
Monitors, oversees, and encourages use of data among professional staff with regard to making curricular, staffing, and strategic planning decisions within the district.		M		
Increased the number of total points earned on the district performance framework if district is rated as turnaround or priority improvement.		N/A		
District Climate		Rating	BOE Comments	Superintendent Comments
Staff				
Institutes sound employee relations programs to improve relationships between and among all staff members		I		
Effectively monitors all aspects of the collective bargaining agreement(s) in the district		M		
Community				
Effectively works with the board to develop and monitor district policy and administrative regulations related to Communication and Community Relations		M		
Works successfully with the board to build support in the community for the district's vision, mission, and both long and short-term priorities		M		
Successfully builds school/community partnerships that benefit students and staff		M		
Strategic Plan - Year 3		Rating	BOE Comments	Superintendent Comments
Goal 1 - % of Students with plans	77%	M	80.6 83 80.7 67.7	
Goal 2a - C or better grade	92%	I		
Goal 2b - High Leverage Systems	80%	M		
Goal 3a - Credentials	70%	I		



Superintendent Evaluation 2017-18

Goal 3b - Diploma + Credentials	72%	I		
Stakeholders support the Vision and Mission in APS 2020 based on climate survey results.		√/n		
District Operations & Financial Management	Rating		BOE Comments	Superintendent Comments
Effectively works with the board to develop and monitor district policy and administrative regulations related to District Operations and Financial Management.	M			
Develops contingency plans designed to address anticipated and unanticipated budgetary necessities.	M			
Provides regular as requested financial and budgetary reports to the board.	M			
Ensures end-of-year results are consistent with budgetary planning expectations.	M			
Ensures compliance with Executive Limitations through internal audit.	M			
Yearly Goals	Rating		BOE Comments	Superintendent Comments
1st year implementation of the Human Capital strategy	M			
Develop APS Blueprint plan	M			
Complete Mill Levy analysis	M			
Leadership Qualities	Rating		BOE Comments	Superintendent Comments
Communicator: Communicates effectively both orally and in writing; respectfully, actively, and attentively listens to others to gain full understanding of issues; courageously and appropriately engages in fierce conversations; appropriately adapts communication style to the audience using high impact delivery mechanisms and open dialogue.	M			
Producer: Executes responsibilities effectively and with fidelity; possesses the knowledge, skills, mindsets, and thought patterns that result in the execution of effective and successful performance; produces quality results with efficiency and efficacy.	M			
Team Builder: Instills and fosters mutual trust and confidence; creates a culture that cultivates high standards of ethics; behaves in a fair and ethical manner toward others, and demonstrates a sense of responsibility and commitment, while maintaining job related, social, organizational and ethical norms. Superintendent demonstrates integrity in all situations.	I			
Problem Solver: Proactively identifies problems, involves others in seeking solutions; conducts appropriate use of data and analyses to proactively prepare for future challenges and to inform decisions; searches for best solutions; responds quickly and thoughtfully to new challenges.	M			
Collaborator: Works effectively with others to achieve group goals and objectives that are aligned with the mission and vision of APS; takes actions that respect the	I			



Superintendent Evaluation 2017-18

needs and contributions of others and yields one's own objectives to the goals of the team. Facilitates and contributes to teamwork.		
Innovator: Develops new insights into situations; challenges conventional approaches; encourages others to generate new ideas and innovations; designs and implements visionary, scalable systems. Superintendent is a transformational leader who sustains positive change.	M	
Upcoming Year Goals (18-19)* *mutually established goals between BOE and Superintendent.	1.	
	2.	GOALS ARE ATTACHED TO THE COMMENTS
	3.	sheet.
	4.	
	5.	
	6.	

BOE President Signature

Date

Superintendent Signature

Date